Andhra Pradesh
Human Resource Development Institute
Bapatla, Guntur District
(Govt. of Andhra Pradesh)

April, 2019
Introduction:

Government of Andhra Pradesh established Andhra Pradesh Human Resource Development Institute (AP HRDI) in the Capital Region vide G.O. Ms.No. 112, dt. 18.08.15.

This Institute is to be developed as a State of the Art Training Complex to meet the training needs and capacity building requirements of officers and staff of Govt. Departments, Undertakings and other Public functionaries. The training encompasses Induction, Orientation, skill development, physical and Psychological fitness a sense of ownership of the Government programmes. Govt. of Andhra Pradesh consider that the APHRD Institute should emerge as a National Institute of Excellence duly focusing on modern administrative and management techniques as also the right mix of service and self-sufficiency.

A number of Government and Private Institutions have been inspected for locating the AP HRDI. These include the IIIT Nuzvid, the Private Engineering Colleges in and around Vijayawada and Mylavaram, buildings in the Acharya Nagarjuna University Campus as also the ETC buildings under the control of PR & RD Departments at Bapatla, Guntur Dist., Samarlakota, East Godavari Dist. &Srikalahasti, Chittoor Dist.

It was considered that the IIIT buildings at Nuzvid, Krishna District could be made use of for commencing the classes expeditiously. Accordingly, the first batch of Treasuries & Accounts started at IIIT, Nuzvid from 26th of October, 2015. After conducting a series of programmes and after a National Workshop on Land Records Modernization at Vijayawada and also conducting sensitization on the Common Service Centres (CSCs), the location of the AP HRDI has been shifted to the ETC, Bapatla, Guntur District in April, 2016. The Dining hall of the ETC, Bapatla has been converted into the first class room for the trainees and about 48 rooms built in the year 2014 have been taken over in addition to 6 flats built for the staff for commencing classes to AP HRDI.
Infrastructure Facilities:

Accommodation: Well equipped Hostel facility is available at all the Centres of AP HRDI. A/C Residential Accommodation is available for Resource Persons at all the Centres of AP HRDI.

The following are the details:

Bapatla – A/C - Accommodation on a twin sharing basis for 250 participants.

At Bapatla, Two (2) Computer Labs and Eight (8) A/C Conference Halls are available with a seating capacity of 50, 75 (4 CHs), 100 and 200 Conference Halls are equipped with Audio Visual facilities and Video Conferencing in some cases.
AP HRDI Centre Polavaram

Hostel Rooms Bapatla

AP HRDI Centre, Guest House, Polavaram

Garden @ Bapatla

AP HRDI Centre, Conference Hall, Polavaram

New Hostel @ Bapatla

**TAKE RISKS IN YOUR LIFE.**
*IF YOU WIN, YOU CAN LEAD,*
*IF YOU LOSE, YOU CAN GUIDE*

--SWAMI Vivekananda
Regional Centres
The Regional Centres of AP HRDI have started functioning in the campus of Extension Training Centre (ETC), Srikalahasti, in Chittoor Dist., in the month of March, 2017 and that of Visakhapatnam at Row Villas accommodation of VUDA, Visakhapatnam in November, 2017. Further, training Programmes have also started at Polavaram in West Godavari Dist., in October, 2017.

Non A/C Accommodation at -
Visakhapatnam — 120 members
Srikalahasti — 65 members
AP HRDI Centre, Polavaram - 60 members

Computer Lab facilities are also set up at Visakhapatnam & Srikalahasti with about 30 systems at each place.
Live as if you were to die tomorrow.
Learn as if you were to live forever --
Mahatma Gandhi
Analysis of Programmes

<table>
<thead>
<tr>
<th>Period</th>
<th>No.of Programmes</th>
<th>No. of Govt. /Public Functionaries trained</th>
<th>No. of training persondays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct., 2015 to Dec., 2017</td>
<td>259</td>
<td>21,198</td>
<td>1,12,385</td>
</tr>
<tr>
<td>1 Jan. - 31 Dec., 2018</td>
<td>187</td>
<td>11,605</td>
<td>91,250</td>
</tr>
<tr>
<td>1 Jan., 2019 – Till date</td>
<td>56</td>
<td>2,030</td>
<td>30,210</td>
</tr>
<tr>
<td></td>
<td>502</td>
<td>34,833</td>
<td>2,33,845</td>
</tr>
</tbody>
</table>

Achievements:

- The Institute has so far conducted 502 training programs and trained about 34,833 govt. officials in the last three years.
- A number of training programmes of the AP HRDI are being supported by DoPT, Govt. of India.
- The Institute facilitated training of 6 batches of Central Secretariat Officers (74) from Govt. of India in the last 2 years.
- Senior functionaries of Indian Foreign Service (IFS) have also been attached to AP HRDI.
- Training programmes of IAS Probationers allotted to AP State are being conducted at AP HRDI.
- We have also facilitated the conduct of State Attachment of Civil Service Officers from Haryana.
- A total of 1500 distinguished resource persons from different parts of the country have made presentations at AP HRDI. The details of resource persons are available in the web site (www.aphrdi.ap.gov.in).

You must be the change you wish to see in the world – Mahatma Gandhi

Study on Meeseva Centres

The Director, Electronic Services Delivery (Meeseva), GoAP has entrusted a Study on Meeseva Centres to APHRDI. This study is presently in progress and is expected to be completed by August, 2019. About 30 students of BITS, Pilani, Hyderabad and the staff of AP HRDI are involved in this study.

COMMIT

Comprehensive Online Modified Modules for Induction Training has been sanctioned by Department of Personnel & Training (DoPT), GoI to be implemented in 2019-20.

Government Andhra Pradesh have issued a G.O. Rt.No.652, dated 20.03.2019 stating that COMMIT is mandatory for all new entrants into service in the last 5 years.

The training is designed to deliver 15 modules for a total of 28 hour instruction in a span of 60 days.
Visit of Representatives of 9 Countries to AP HRDI

About 20 senior level officials primarily dealing with Rural Development from 9 countries viz., Afghanistan, Myanmar, Vietnam, Iran, Fiji, Nepal, Bangladesh, Philippines & Thailand visited AP HRDI on Tuesday, the 26th March, 2019.

The international participants interacted with about 150 trainees of AP HRDI i.e, Asst Executive Engineers of Water Resources Dept (92), officers of BC Welfare & Minorities (50), Section Officers from Central Secretariat (8).

Training Policy

Efforts are being made to finalize the Training Policy for the functionaries of Govt. of Andhra Pradesh.

A draft prepared by the Government in General Administration Department is being discussed with key stakeholders.

Department of Personnel & Training (DoPT) Programmes:

From inception onwards DoPT, GoI has been supporting AP HRDI by sponsoring different categories of programmes viz., Three Day Programmes in State Category, Training Development Programmes (TDP) and 12 Day Induction Training Programmes for cutting edge functionaries.

HIGHLIGHTS OF 2018:

APPSC has recruited a large number of officers in various departments at different levels.

Induction Training programme is mandatory for all these employees before assumption of assigned duties. For this AP HRDI has conducted ITP for about 1395 employees in the last one year.

AP HRDI has identified 150 topics which are relevant for this programme. The focus areas are Leadership Skills, Ethics in Governance, Gender equality, Right to Information Act (RTI) Noting & Drafting, IT initiatives, CFMS, e Office etc.

English classes, TED Talks, Pre dinner Sessions, Yoga/morning walk have been made mandatory for in house training.

The programme had also focused on topics like Good Governance, Citizen Centric Services, Stress Management, Time Management, Interpersonal Communication Skills etc.

Yoga, Sports & Medical Facilities are available at all centres of AP HRDI
The following are the details of Induction Training Programmes for the last one year:

<table>
<thead>
<tr>
<th>S.No</th>
<th>Name of Programme</th>
<th>Dates</th>
<th>No. of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>6-Week ITP for ACTOs</td>
<td>25 June to 8 August-2018</td>
<td>86</td>
</tr>
<tr>
<td>2</td>
<td>4-Week ITP for Sr.Assistants of fire Dept.,</td>
<td>02 - 28 Jul.,-2018</td>
<td>14</td>
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<tr>
<td>3</td>
<td>8-Week ITP for ASOs of GAD &amp; Finance</td>
<td>12th Nov.,2018 - 5th Jan.,-2019</td>
<td>49</td>
</tr>
<tr>
<td>4</td>
<td>8-Week ITP for ASOs of GAD &amp; Finance</td>
<td>3rd Dec.,2018 to 29 Feb.,2019</td>
<td>28</td>
</tr>
<tr>
<td>5</td>
<td>6-Week ITP for Group-1 Officers</td>
<td>27 Aug., - 7 Oct.,-2018</td>
<td>83</td>
</tr>
<tr>
<td>6</td>
<td>4 - Week ITP for Staff of Economics &amp; Statistics</td>
<td>12 Nov.,- 8 Dec.,2018</td>
<td>99</td>
</tr>
<tr>
<td>7</td>
<td>6- Week ITP for Agricultural Officers(SAMETI)</td>
<td>27th Oct., - 10th Dec., 2018</td>
<td>24</td>
</tr>
<tr>
<td>8</td>
<td>6- Week ITP for ADOs for Handlooms &amp; Textiles</td>
<td>08 Oct., - 17 Nov.,-2018</td>
<td>21</td>
</tr>
<tr>
<td>9</td>
<td>2 Week ITP for Newly Recruited Lecturers</td>
<td>13 – 26 August, 2018</td>
<td>261</td>
</tr>
<tr>
<td>10</td>
<td>6-Week ITP for Dy.Tahsildars</td>
<td>During July to Dec., 2018</td>
<td>245</td>
</tr>
<tr>
<td>11</td>
<td>6- Week ITP for AEEs-2013 Batch</td>
<td>During Jan., to April, 2018</td>
<td>485</td>
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<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td><strong>1395</strong></td>
</tr>
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</table>

These probationers were addressed by the following distinguished speakers among others.

Prof. Sridhar Acharyulu, Commissioner, Central Information Commission, Prof. Haragopal, Visiting Faculty, National Law School of India University (NLSIU), Bangalore, Sri Gautam Guha, Retd. DG, CAG, Sri V.Balasubramanyam, IAS (Retd), Former Spl., Chief Secretary, Bangalore, Dr. Raju Narayana Swamy, IAS, Chairman, Coconut Development Board, Kerala, Dr. P Lakshmi Narasimham, IAS, Commissioner, Excise & Prohibition, Mrs. K Damayanthi, IAS, Executive Director (Personnel, Food Corporation of India, Sri V V Laxminarayan, IPS (Retd.), Addl. DGP, Sri Jaya Prakash Narayan, MLA & President, Loksatta Party, Sri D Nalini Mohan, IFS, Prl. Chief Conservator of Forests , Ms. V Bhooma, Divisional Railway Manager, Guntur, Mrs. Durga Sakthi Nagpal, IAS, OSD, Dept., of Agriculture Cooperation & Farmers Welfare, GoI Dr.Yshveer Bhatnagar, Scientist, National Conservation Foundation, Mysore, Sri Ramaiah, IAS (Retd.), Dr. Nagasuri Venugopal, Director, Regional Academy of Broad Casting & Multimedia (RABM), Hyderabad, Sri Chiranjeevi Choudhary, IFS, Commissioner, Horticulture & Sericulture, Sri Yogen Chawla, Regional Director, Info Career India, New Delhi, Sri C Umamaheswara Rao, IAS (Retd.), Sri V Bhaskar, IAS (Retd.), Former Spl. CS (Fin.) & Jt. Secy., 13th Finance Commission, Sri Lakshmikantam, IAS, Collector & District Magistrate, Krishna, Dr.Vishwanadan, Professor, CoD and Sri Kona Sashidhar, Collector Guntur.
**Project Work:** Each participant has been actively involved in the preparation of project reports. These project reports mainly focused on Irrigation and Infrastructure Projects and on the work of numerous National Institutions of eminence like CSIR/DRDO institutions etc.

Field visits have been arranged to the participants to such places as Polavaram, Srisailam, Vamsadhara, Somasila, Nagarjuna Sagar, Veligonda and a number of other projects all over the State.

**General Observations through Innovative approach:**

The recapitulation of the learning items of the presentations have been documented by each participant by way of daily activity reports through mail. These activity reports are being evaluated by DG, APHRDI and other senior officers of AP HRDI. The system of DAILY activity report is first of its kind. It helped the functionaries to understand the significance of drafting skills and how to present them in an effective manner.

In the light of the observations and suggestions made by the participants, adjustments had been made in the presentations and speakers. Advisories have been given on how to improve written communication, subject knowledge and accessing various books and administrative reports to collect information on the topics etc.

The presentations and schedules of all the programmes have been uploaded at website www.aphrdi.ap.gov.in.

**Networking with other Departments:**

As part of its policy of networking with other Depts, APHRDI has entered MoU and conducted programmes with the following Depts / Organisations:

**Memorandum of Understanding (MoU)**

- School of Planning & Architecture (SPAV), Vijayawada
- Centre for Innovations in Public Systems (CIPS), Hyderabad
- NIT Warangal

**Programmes have been conducted with the following Departments/Organisations:**

1) Institute of Leadership Excellence & Governance (ILEG)
2) Planning Department
3) AP Pollution Control Board
4) AP Information Commission
5) Rural Water Supply
6) Commissioner, Collegiate Education
7) Tribal Welfare Residential Schools Society
8) General Administration Department
9) E Pragati

**Southern Campus of NIDM, GoI:**

The National Institute of Disaster Management (NIDM) and the APHRDI are jointly building capacity of state government officials in the areas of Disaster Risk Reduction (DRR) and Disaster Management. The Southern Campus of NIDM is presently located at AP HRDI, Bapatla.
Centre for Sustainable Development Goals (CSDGs):

The APHRDI has implemented the WASH (Water Sanitation and Hygiene) programme with support of UNICEF Hyderabad in 2017. This pilot project covered 101 schools in Narasaraopet, Muppalla, Nakarikallu and Sattenapalli Mandals of Guntur District.

The Centre for Sustainable Development Goals was established in APHRDI, Bapatla in January 2018 with support from UNICEF. The Centre has been working on WASH Interventions and WASH in Institutions such as Anganwadis and schools in Guntur District. Major events such as State level workshop on Menstrual Management (MHM), MHM Day-2019, Open Defecation Free (ODF) stake holders’ workshop and Global Hand Washing Day-2018 were organized across the state under WASH project during 2018. These are in addition to Health campaigns, Capacity Building Programmes, conduct of TOTs to staff in Education, Woman Development & Child Welfare Departments.

UNICEF project has been sanctioned for 2019-20 to APHRDI for continuing WASH in Institutions in the districts of Guntur, Visakhapatnam and Kurnool.

CSDG - WORLD WATER DAY

The APHRDI is one of few ATIs in the country to have the National Knowledge Network Facility. This enabled the APHRDI to establish instantaneous video link for effective interactive sessions with about 1600 National Institutions all over the Country. As such, AP HRDI has so far facilitate 4 International Presentations from US, Estonia, China & England.

In collaboration with UNDP – AP HRDI is conducting programmes relating to Disaster Management and Risk Reduction.

HUDCO Chair has been sanctioned to AP HRDI by the Human Settlement Management Institute (HSMI), GoI. It is aimed to strengthen the research and capacity building activities in Habitat development for the year 2017.

TED Talks: Most programmes start with display of TED (Technology, Entertainment, Design) Talks
Andhra Pradesh Human Resource Development Institute
(AP HRDI)

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